



YOUTH
ENGAGEMENT
SCHOOLS
TRUST

Transforming lives

CHILD CENTRED | ADAPTIVE TO NEED | AUTHENTIC RELATIONSHIPS

SENIOR PEOPLE BUSINESS PARTNER

RECRUITMENT PACK

52 weeks per year

L4 – L10

£55,746.00 – £64,690.00

Closing Date: 28 August 2026

Interview date: 4 September 2026

Location: Flexible across The YES Trust North-West Region. Regular travel to schools and working from home.

Help us Transform Lives Through Exceptional Leadership

The Youth Engagement Schools Trust (YES Trust) is on an exciting and ambitious journey of growth and transformation, and we are seeking an outstanding Senior People Business Partner to join our team.

As a growing specialist MAT, The YES Trust brings together a diverse family of alternative provision, SEMH, and specialist settings, united by a shared commitment to transforming the lives of children and vulnerable young people. Our schools are home to highly skilled professionals with expertise in trauma-informed practice, relational approaches, SEND, behaviour support, inclusion, and personalised learning. As a Senior People Business Partner, you will be instrumental in helping us attract exceptional talent who share our values, nurture their development, create conditions for them to thrive, and retain the specialist expertise that enables our children, colleagues, and communities to flourish.

We believe that every young person deserves the chance to succeed, regardless of their starting point or the challenges they face. Through exceptional teaching, outstanding pastoral care, and an unwavering commitment to inclusion, we are transforming lives and creating brighter futures for some of the region's most vulnerable learners. We know that to achieve this mission, our greatest asset is our people.

As we continue to expand our national footprint, we are shaping our regional hub model that brings together schools with shared expertise, strong local partnerships, and a collective ambition to transform lives. Our expert central leadership team will work alongside school and hub leaders, creating the capacity, capability, and strategic support that enables them to focus on what matters most – delivering exceptional education. You will be at the heart of this journey, influencing workforce strategy, developing outstanding leaders, and fostering inclusive, high-performing cultures where colleagues can grow, innovate, and excel.

While aligned to a regional hub, your influence will extend far beyond it. As a senior member of the People Team, you will help to shape Trust-wide strategy, lead cross-organisational initiatives, and deputise for the Director of People. This is a role for someone who wants to make an impact – not only on the colleagues and leaders they support directly, but on success of the Trust as a whole. By helping to build and shape an exceptional workforce, you will play a vital part in ensuring every child and young person has access to the specialist education and future opportunities that they deserve.

Our Trust

Together, we have developed a growing family of schools which makes a difference for children and young people. As we continue to set and raise the bar in all the work we undertake, we are keen to maintain our national recognition as one of the highest achieving alternative provision and SEN multi-academy trusts in the country.

Our ability to make that difference rests on our vision and our core values which include an absolute belief in the importance of collaboration and mutual support, and on our recognition of the trust as a family of schools in which colleagues are equally valued. We unashamedly use words like "kindness" and "compassion" in our values.

We want to continue this further, and to become the employer of choice for teaching and support staff across the region.

A handwritten signature in dark ink, appearing to read 'N. Brindle', with a stylized flourish underneath.

Nic Brindle, CEO

We are an employer of choice for teaching and support staff

Anna (teacher)

I love working at The Axis Academy. Staff and pupils are a family, supporting each other, and celebrating successes. Lives are without doubt, transformed because of the Yes Trust.

Rhiannon (teacher)

Coming from a mainstream background I was nervous but excited for the opportunity to truly support students and families. I can truly say that applying was one of the best things I have done. Not only are the children at the forefront of the school, but I feel staff are really listened to and supported.

In addition to a rewarding and meaningful career, we offer:

- **Access to high-quality CPD and professional qualifications**
- **Flexible and supportive working arrangements**
- **Local Government Pension Scheme**
- **Employee wellbeing support and counselling services**
- **Perkbox benefits platform**
- **Car salary sacrifice scheme**
- **Electric car charging points**
- **Cycle to work scheme**
- **Free parking**
- **The opportunity to work alongside exceptional leaders in a growing Trust with a genuine focus on people development and culture**

Flexible Working

We recognise that attracting and retaining the highest quality candidates means offering a flexible working environment. We consider a variety of flexible arrangements, including part-time roles, job-sharing, flexible start and finish times, and hybrid opportunities where appropriate. By adopting a flexible approach, we empower our staff to bring their best selves to work every day, fostering creativity, commitment, and resilience. Our teams remain diverse, motivated, and aligned with our vision of transforming children's lives through world-changing education. We believe that by investing in the wellbeing and professional fulfilment of our staff, we are also investing in the futures of the communities we serve.

Candidates are encouraged to discuss flexible working from recruitment onwards, in line with the statutory "day one right" principle, and ensuring equal opportunities for all groups of prospective employees

Mission statement

We are:

- Child centred
- Adaptive and sensitive to need
- Authentic in our relationships (our core values)

We strive for:

- Solution-focused mindsets
- A climate of reflection and feedback
- Intrinsic motivation
- Continual improvement
- A culture of collaboration

Our minimum expectations of our staff are:

- Belief in our core values
- Professional conduct at all times
- Appropriate communication
- Ability to follow direction
- Kindness and compassion
- Flexibility and adaptability

HOW TO APPLY

We are proud of our Trust. We encourage all applicants to view our website or contact us informally. Opportunities for an informal discussion with the Director of People are available. To arrange this please contact hr@theyestrust.org.

Please complete the Youth Engagement Schools Trust application form via Every Portal (link below)
<https://candidates.every.education/Vacancies/Details?advertKey=916ff716-d4eb-415f-a370-0bede5713c79>

Within the advert you will be asked to address the items listed on the attached Person Specification & Assessment Criteria. Please keep this letter brief and to the point (maximum 2 pages).

CVs cannot be accepted, so please do not send in, or refer to one.

The deadline for applications is:

Timeline for Assessment and Selection Process	
Closing date for applications	28 August 2026
Opportunities for an informal discussion with the Director of People	To be arranged via email above
Interviews	4 September 2026



Job Description

Senior People Business Partner

Salary: Leadership scale L4 – L10

Holiday: 32 days + bank holidays

Location: Flexible across The YES Trust North-West Region. Regular travel to schools and working from home

Contract: Full Time | Permanent / Flexible working available

About the Role

As Senior People Business Partner, you will be a trusted advisor to Headteachers and senior leaders, supporting them to navigate complex people challenges while delivering innovative solutions that enable schools to thrive.

Working in partnership with the Director of People, you will support the delivery of the Trust's People Strategy, Trust and hub-wide development priorities, and high-quality People and HR services across the Trust.

This is a highly visible role that will allow you to influence decision-making at every level of the organisation and make a tangible contribution to our continued growth and success.

Purpose of the Role

To act as an operational and strategic partner to school and Trust leaders, supporting the Director of People in delivering the People Strategy, workforce development priorities, and effective people solutions that support our schools to achieve excellent outcomes.

Key Responsibilities

You will lead and support a broad portfolio of strategic and operational priorities including:

- Workforce planning and organisational development.
- Talent management, succession planning and leadership development.
- Recruitment and retention strategies.
- Employee relations and complex case management, including performance, attendance, capability, disciplinary and grievance matters.
- Wellbeing, employee engagement, reward and recognition, and EDI initiatives.
- Change management, restructuring, consultation and TUPE projects.
- Trust growth, HR due diligence and school integration projects.
- HR analytics, reporting, workforce insights and Trustee reporting.
- Continuous improvement of people systems, data quality, processes and automation.

In addition, you will:

- Provide expert HR advice and guidance to leaders across the Trust.
- Lead complex casework and coach leaders in the application of Trust policies and employment law.
- Support implementation of Integrated Curriculum Financial Planning (ICFP) and workforce planning activities across Trust schools.
- Identify trends in absence, turnover, retention and employee relations, recommending improvement actions.
- Review, develop and implement HR policies, procedures and manager toolkits.
- Build productive relationships with trade unions and support consultation and negotiation processes.
- Support leadership recruitment, induction, probation and talent development programmes.
- Coordinate apprenticeship levy opportunities, CPD initiatives and career pathway development.
- Work with payroll, occupational health, legal and wellbeing providers to deliver effective people services.
- Prepare reports, business cases and project plans for strategic people initiatives.
- Deputise for the Director of People in meetings, projects and committees as required.
- Undertake other duties as required, commensurate with the responsibilities of the role.

Criteria	Essential	Desirable	Evidence
Qualifications/ Education	• Educated to Degree Level • Qualified to CIPD Level 5 • 1 x A Level (or equivalent) and 5 x A*-C GCSE or equivalent to include English and Mathematics • Evidence of continuing professional development	• Specialist / Bespoke Educational HR CPD • CIPD Level 7 • Coaching qualification	• Application/ Interview/ Certificate
Experience	• Experience of developing systems and processes to support organisational objectives • Establishing and updating HR policies, procedures and processes in line with the wider organisational strategy • Experience of managing and leading TUPE processes • Handling complex employee relations casework, while retaining a broad perspective • Significant experience as an HR generalist at a senior level • Significant experience of managing HR procedures – managing staff absence, overseeing recruitment, inductions, CPD, disciplinary action, TUPE, etc. • Excellent verbal and written communication skills appropriate to the need to communicate effectively with colleagues, children and other professionals • Experience of successful working, consultation and negotiation with Trade Union representatives. • Strong stakeholder relationship management	• Experience of working in a standalone HR role, with responsibility for both strategic direction and day-to-day operations • Experience of developing staff wellbeing initiatives • Demonstrable knowledge of generic HR best practice and employment legislation • Ability to interpret legal and statutory requirements • Dealing with Safeguarding allegations and dealing with LADO and multi-agency colleagues	• Application/ Interview/ References

Professional /Personal Skills	• Show versatility to be able to 'flex' between high-level strategic direction and ground-level HR operational tasks • Present excellent written and verbal communication skills, with the ability to adapt messages to suit the audience being addressed • Promote interpersonal skills demonstrating diplomacy and discretion • Show a good level of IT competency • Show a good level of numeracy, with the ability to interpret and analyse data • Communicate effectively to groups and individuals, orally and in writing • Resolve conflict through active listening and negotiation • Demonstrate a flexible approach and a willingness to listen to others • Excellent organisational skills • Remain calm when working under pressure. • Ability to show patience and empathy • Protect sensitive data and work with data protection standards and GDPR.	• Evidence of coaching and/or mentoring • Able to effectively resolve personnel issues • Able to mediate effectively • Training and understanding of child protection	• Application/ Interview/ References
Personal Qualities	• Commitment to the Trust's ethos, aims and values • Commitment to the highest standards of child protection and safeguarding • Commitment to inclusion and wellbeing. • Collaborative and adaptable • Excellent interpersonal and communication skills • Prepared to challenge constructively, and be solutions-focused with regard to current and historical working practices • Emotionally intelligent, confident and decisive • High level of professionalism and integrity, with the		• Application/ Interview/ References

	- ability to maintain confidence • Able to complete tasks often without support or supervision • Able to form positive working relationships with staff at all levels throughout the school, and with the wider community • Willingness to update knowledge of HR best practice and employment or other relevant legislation		
Other Requirements	• Able to travel independently to schools where required – with notice. • Satisfactory adherence to trust safer recruitment practice (DBS check, references, external occupational health check)		• Letter • DBS check • Confidential Health Check run by our external occupational health provider. • Reference

The successful candidate would be expected to maintain a well-organised, creative, safe and friendly environment for living and learning and hence enhance the ethos of the school. Candidates are asked to address as many of the person specifications as possible in their application.

The Youth Engagement Schools Trust (YES TRUST) Safer Recruitment Policy Statement

The safe recruitment of staff in the YES Trust is the first step in the effective safeguarding and promotion of welfare for our children. The YES Trust is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers, and other workers in the YES Trust to share this commitment. It is recognised that this can only be achieved through sound procedures, good inter-agency co-operation and the recruitment and retention of competent, motivated employees who are suited to, and fulfilled in the roles they undertake.

The YES Trust recognises the value of, and seeks to achieve a diverse workforce which includes people from diverse backgrounds, with different skills and abilities. The YES Trust is committed to ensuring that the recruitment and selection of all who work within The YES Trust is conducted in a manner that is systematic, efficient, effective and promotes equality of opportunity. Selection will be on the basis of merit and ability, assessed against the qualifications, skills and competencies required to do the job. The YES Trust will uphold its obligations under law and national collective agreements to not discriminate against applicants for employment on the grounds of age, sex, sexual orientation, marital status, disability, race, colour, nationality, ethnic origin, religion, or creed.

The YES Trust will implement robust recruitment procedures and checks for appointing staff and volunteers to ensure that reasonable steps are taken not to appoint a person who is unsuitable to work with children, or who is disqualified from working with children, or does not have the suitable skills and experience for the intended role.

The YES Trust will ensure that the terms of any contract with a contractor or agency requires them to adopt and implement measures described in this procedure. The YES Trust will monitor the compliance with these measures and require evidence that relevant checks have been undertaken for all workers deployed to The YES Trust.

The following pre-employment checks will be required:

- receipt of at least two satisfactory references as well as verification of the candidate's identity and a satisfactory Enhanced DBS check
- verification of the candidate's medical fitness
- verification of qualifications
- verification of professional status where required e.g. QTS status (unless properly exempt)

- the production of evidence of the right to work in the UK
- for teaching posts, verification of successful completion of statutory induction period (applies to those who obtained QTS after 7 May 1999)

NB It is illegal for anyone who is barred from working with children to apply for, or work in our YES Trust in any voluntary or paid capacity.

*In exceptional circumstances, where you have good reason not to want your referees to be contacted prior to interview, you should set out your reasons with your application form. The YES Trust will liaise with you and where they agree to defer in such cases, referees will be contacted immediately after interview and before an offer of employment is made.

The YES Trust maintains a single central record of recruitment and vetting checks, in line with the statutory requirements.

The YES Trust requires all staff and volunteers who are convicted or cautioned for any offence during their employment to notify the school, in writing of the offence and penalty.

All posts within the YES Trust are exempt from the Rehabilitation of Offenders Act 1974 and therefore all applicants will be required to declare spent and unspent convictions, cautions and bind-overs, including those regarded as spent and have an Enhanced Disclosure & Barring Service Certificate.

The YES Trust is committed to ensuring that people who have been convicted are treated fairly and given every opportunity to establish their suitability for positions. Having a criminal record will not necessarily be a bar to obtaining a position. This will depend on the background, nature, and circumstances of the offence(s). The YES Trust's Recruitment (pre-employment checks) Procedure outlines the considerations that will be taken into account when determining the relevance of a criminal record to the post.

The DBS has published a Code of Practice and accompanying explanatory guide. The YES Trust is committed to ensuring that it meets the requirements of the DBS in relation to the processing, handling, and security of Disclosure information. A copy of the YES Trust's draft Safer Recruitment Policy & Procedures is available on request.